

Citizens Police Advisory Committee

Meeting Minutes

Wednesday, September 7, 2016

Asheville Police Department

Present: Councilmember Keith Young, Chief Tammy Hooper, Chair Jayden Gurney, Vice Chair Larry Holt, Debbie Applewhite, Allen Brailsford, Carol Rogoff Hallstrom, Shana McDowell, Allison Scott, Sir Charles Gardner

Staff: Assistant City Manager Paul Fetherston, Deputy Chief James Baumstark, Deputy Chief Wade Wood, Capt. Mark Byrd, Lt. Jamee Crawford, Lt. Don Eberhardt, Lt. William Wilke, Sgt. Brien Griffin, Alex Carmichael, Christina Hallingse, Marsha Stickford, John Maddux

Meeting: Called to order by Chair Jayden Gurney at 3:00 p.m.

Approval of Minutes:

- July minutes were approved as amended.
- August minutes were approved as presented.

Statement by Councilman Keith Young: Councilman Young expressed his personal concerns regarding the September 5th event in Hillcrest, and voiced his assurance that Chief Hooper would conduct a full and fair investigation into the incident.

APD & City Staff Update: Chief Tammy Hooper

Update on Event in Hillcrest

- Chief was made aware of the video circulating on social media the morning of September 6th
- Supervisors on scene had already initiated a Use of Force investigation
- Understand that the incident is cause for an emotional reaction
- Assured members and those present that an administrative investigation was already underway to determine if the use of force was excessive according to APD policy
- Body cam footage focused on arrest of brother, although footage also provides a view of what happened to his 16-yr old sister
- Reviewing video Housing Authority provided
- Asking for anyone with video or additional information into this incident to please contact the Asheville Police Department at (828) 252-1110.
- APD is in the process of conducting a full administrative investigation that will review all evidence, including the video circulating on social media, body worn camera footage and witness statements. Upon completion of the review APD will take appropriate action, if deemed necessary.
- Body worn camera footage is not public record. However, APD policy allows the subjects of the video (in this case the brother, mother and 16-year-old daughter) and their legal representation to view the recording.

Use of Force Policy Review Work Group

- Racial Justice Coalition (RJC) approached the Public Safety Committee with a request to have role / community input into Use of Force Police Review
- The Asheville Police Department worked with the Racial Justice Coalition to compose the working group of representatives with diverse input and that are representative of all facets of Asheville, from business owners to the school system to community groups, etc.
- In order to ensure that the working group is able to effectively provide feedback on the use of force policy the size of the group had to be limited. The group currently has 16 participants.
- CPAC was originally on list, but with Sir Charles Gardner representing RJC, decided it was important to take off so could add different perspective
- Meeting September 13 for orientation
- Facilitated session September 19 with goal of submitting to Chief recommendations on what they would like to see in Use of Force policy revisions
- Draft policy will be posted on website for all members of the community to review and provide comments

Update on APD Minority Recruitment Efforts: Lt. Don Eberhardt

- See attached document "APD Minority Recruitment Efforts," which lists where recruitment efforts have been / are being targeted
- Attached document also lists partnerships with community stakeholders for career awareness and to increase local candidate pool and the breakdown of the 2015 applicants
- Have developed recruitment "teams" representative of APD (minorities, females, etc.) to attend recruiting events
- Work directly with social work, criminal justice, sociology and psychology departments at NC Historically Black Colleges and Universities in the State, as that academic interest most closely mirrors the profile of a successful police officer

Committee member regional concerns

At-Large: Allison Scott

- Important to mend relationships between community and law enforcement
- What are we going to do
- Two-way street

East: Debbie Applewhite

- Thanks for arrest of juveniles who committed 60+ B&Es
- Concerns have been expressed to her by East residents who have called Animal Control directly, and never received a response

West: Allen Brailsford

- Nothing to report

Central: Larry Holt

- Downtown survived another holiday weekend
- DTU doing excellent job

Housing Authority: Jayden Gurney

- Thanks for renewal of contract between APD and Asheville Housing Authority
- Appreciate support of APD

Housing Authority Resident: Sir Charles Gardner

- Nothing to report

At-Large: Shana McDowell

- Nothing to report

Public Comment:

Shavonda Harper

- Attended July CPAC meeting with youth to express feelings of concern; back again – same situation but different day (officer involved shooting July 2 / incident in Hillcrest Sept 5)
- Has two small children, just got trust back and now need to fight battle again
- Suggested as a way of building back relationships was for officers to come to community events not in uniform – police in full uniform intimidating
- Resident Council trying to find ways to get on board (Back to School events)

Crystal Reid

- Resident of Lee Walker Heights
- APD should be there to protect and serve
- APD not meeting on bridge
- Concerned that APD Policy 509 (Body Worn Cameras) does not have original issue date or revision date; Chief Hooper responded that it had been updated earlier in the day

Jonathan Robert

- Handed out information on Zachary McDaris
- Concerned about violent and threatening comments McDaris posted on APD Facebook page
- Insisted even though posted July 28, was still on page (should be taken down)
- Filed complaint against APD's PIO; not satisfied with response from City that a thorough and complete investigation had taken place

Paul Howell

- Questioned recent incidents in Klondyke Apt and Aston Park Towers where officers got out of their cars with AR 15s in hand
- Feel intimidated / fearful / harassed
- APD needs to answer for its wrongs
- Questioned why 16-yr old girl in Hillcrest incident charged as an adult
- Recruiting of minority police officers will not happen as long as system is broken

Ashley Cooper

- Appreciated Councilman Young acknowledging there was a problem
- Questioned how to get beyond just being in room together
- Feels room closed with Use of Force Policy Review Work Group
- Recruitment is all about the institution

Delores Venable

- Traumatized by Sept 5 incident in Hillcrest
- Culture in APD needs to change

- Bridge needs to be built over deep divide
- Tired of blacks being targeted by police
- Will not end until APD accountable to community

Dee Williams

- Small business person
- Culture of APD needs to change
- Listening more important than talking
- Racial Justice Coalition process (Use of Force Policy Review Work Group) delegitimized as folks hand-picked to solve problems

Erin Greenheart

- There to speak on behalf of Jerry Williams' family
- Asked that the Williams family stop being harassed
- Provided list of seven instances when the family felt they were being harassed; APD to follow up

Missy Reed

- Project director for Changing Together
- There is good going on in places where officers are doing great work
- Important to bring all today to the table; conversations can happen at Changing Together

Pastor Amy Cantrell

- Pastor for 10 years
- Deeply concerned regarding incident with 16-yr old girl in Hillcrest
- Believe (APD) system broken
- Need to have citizen group that is in charge of accountability
- Citizens need to be in a position to shape / transform police institution

Items for Staff Review

- Community outreach efforts
- East Asheville Animal Control response
- Questions submitted during public comment

Other Business

- Per Ms. Rogoff Hallstrom's suggestion, a sub-committee was formed to review the public participation process in CPAC meetings
- Ms. Rogoff Hallstrom, Ms. Scott, Ms. McDowell and Vice-Chair Holt volunteered to be on sub-committee

Adjourned: 4:26PM

Next Meeting Date: October 5, 3:00 p.m.

APD Minority Recruitment Efforts

Publications:

Police Related Websites:

NC Justice Academy - <http://ncja.ncdoj.gov/Job-Bank.aspx>

NC Association of Chiefs of Police - <http://www.ncacp.org> - ncacperwin@hotmail.com

NC Sheriff's Association - <http://www.ncsheriffs.org/contact.htm> - ncsa@ncsheriffs.net

International Association of Chief of Police (IACP) – posted in 2014, will repost early 2016 when job posting is updated

National Organization of Black Law Enforcement Executives (NOBLE) - <http://www.noblenational.org/>

- LinkedIn site group

Newspaper/Magazine Advertisements:

Police Magazine - <http://www.policemag.com/> = posted in 2014, will repost early 2016 when job posting is updated

Urban News – Johnnie Grant – info@theurbannews.com - posted link on website

Sophie Magazine – General Ad featuring City Employees

National Minority Update

Websites/Email ListSers:

Regional Community Colleges with BLET Programs - emailed all contacts for posting – see 2nd page for email details

Department of Employment Security

NC Works Career Center

AB Tech Career Center

UNC Asheville Career Center

Latino Steering Committee List Serv: emailed avllsc-owner@yahoogroups.com -

Housing Authority – Gene Bell

MAHEC Diversity ListServ – emailed Jacquelyn Hallum

Social Media Sites

Facebook/Twitter – City Social Media Sites

APD YouTube Video to APD employment website

Job Fairs/Events

UNC Asheville Career Fair (HR and APD attended)– February 2015 & October 2015

WCU Career Fair - October 2015

Homecoming Job Fair – January 2015

Mars Hill University Job Fair – April 2015

AB Tech Job Fair – April 2015

Veterans Job Fair – July 2015

Appalachian University Job Fair - October 2015

Calvin University, SC

Fayetteville St.

Winston Salem BLET

Regular Outlets:

City Website: www.ashevilleenc.gov/jobs (automatically posted on governmentjobs.com)

LocalJobs.com

Urban News link: <http://www.theurbannews.com/>

CareerBuilder.com

City of Asheville Diversity List Serv

EBENEFITS VIA National Labor Exchange - <https://www.ebenefits.va.gov/ebenefits/jobs>

(Veteran's site)

iHeart Media website banner ads

WLOS mobile application banner ads

Chamber of Commerce website banner ads

Cinema advertising – 30 second promotional video in two local movie theatres (Cherokee and Carolina Cinemas)

RECRUITMENT TEAMS

Create Recruitment Teams that are made up of members of the department. That reflect minorities across the board to participate in recruitment activities more frequently.

We have compiled a list of employees identifying their alumni status

NORTH CAROLINA HBCUs

We have identified minority employees to make recruitment trips to as many of the 11 historically minority colleges in the state that we can. College job fair season is approaching

Elizabeth City State University

Fayetteville State University

North Carolina A&T State University

North Carolina Central University

Winston Salem State University

Barber-Scotia College

Bennett College

Johnson C. Smith University

Livingstone College

St. Augustine's College

Shaw University

Identify community colleges that offer BLET that have a high percentages of minority students and attended job fairs as best possible.

Challenges

(BLET Classes have been cancelled across the state due to low enrollment)

Some major cities conduct an internal academy, meaning applicants are already hired.

Partnership with Community Stakeholders

Proactively participate in partnerships with various stakeholders in the community for career awareness and to increase the local candidate pool.

Racial Justice Coalition
Stop the Violence Coalition

2015 applicant.**Applications**

Total Applications:	713
White Male Applicants:	504
White Female Applicants:	85
Black Male Applicants:	55
Black Female Applicants:	13
Hispanic Male Applicants:	31
Hispanic Female Applicants:	5
Asian Male Applicants:	1
Asian Female Applicants:	0
American Indian Male Applicants:	5
American Indian Female Applicants:	1

2015 Hires

Hispanic Female -1
White Female -1
Black Male- 3
White Male - 15